

State of Alabama
Workforce Investment Act
Waiver Request

Workforce Investment Board Membership Requirements

The Alabama Department of Economic and Community Affairs (ADECA), as the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver of the requirements for appointment of workforce investment boards at the state and local levels as currently laid out in WIA. Approval of a waiver to use those requirements set by H.R. 1261 would provide much greater flexibility to the appointing authority and could result in smaller boards, which is a desirable goal if one wishes to have active and involved boards. Boards with over 50 members are unwieldy, lead to low participation rates, and are marked by having little meaningful discussion.

This waiver request adheres to the format identified in WIA Section 189(i)(4)(B) and WIA Final Regulations at 20 CFR Section 661.420(c).

1. Statutory Requirements to be Waived:

WIA contains requirements for state workforce investment board membership at section 111(b) and for local workforce investment board membership at section 117(b). These requirements result in large and unwieldy and, therefore, unsuccessful boards. If these parts of the Act were waived in favor of using the requirements H.R. 1261, boards could be smaller and more workable. This would improve flexibility in the appointment of members of the state legislature, youth program experts, two-year college presidents, and community-based organization representatives among others. The Governor would not be a required member of the State board. These groups would still be represented, but the number of representatives would not be so large. For each member requirement reduced on the non-business side, a business sector representative is also reduced.

2. State or Local Statutory Barriers:

There are no existing state or local statutory or regulatory barriers to implementation of this waiver request.

3. Goals of the Waiver and Expected Programmatic Outcomes:

This waiver will allow State and local area appointing authorities greater flexibility in workforce investment board appointments. This will help to reduce the size of boards and will improve the effectiveness of boards. Alabama's experience with WIA boards is that one of the reasons private sector members do not attend meetings more frequently is because of the size of the boards.

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4. Description of the Individuals Impacted by the Waiver:

The impact of this waiver would be having smaller and more effective boards.

5. Description of the Process to Monitor Waiver Progress:

The process to monitor this waiver is already set up at the ADECA Workforce Development Division, which already has the responsibility to monitor local area boards and ensure their compliance with member requirements.

6. Opportunity for Local Boards to Comment on the Waiver Request:

This waiver request will be announced in a public notice in newspapers and posted on the ADECA web site at <http://209.192.62.174/>. A copy of the waiver request will be sent directly to local area boards.

7. Public Comment on the Waiver Request:

As noted in item six above, we will publicly announce the waiver request and post it at <http://209.192.62.174/>, which is ADECA's web site.